

RESEARCH AND DEVELOPMENT DIVISION

The origin of the Research and Development Division dates back to 1966, when then Lieutenant John H. Little organized a Planning and Research component assigned directly to the superintendent and the assistant superintendent. Little had recently graduated from the Northwestern University Traffic Institute Command Course when Colonel E. I. "Mike" Hockaday asked him to organize and lead the unit.

During the late 1960s, the Planning and Research Division established the first personnel and promotional procedure system. This system consisted of the first written promotional tests and oral interviews. The division also was involved in applying for and administering the Federal Grants-In-Aid program. Items purchased with funding through the program included 10 videotape recorder/players for \$38,000. An additional \$200,000 was obtained as supplemental funding for the new Academy building. A comprehensive, two-year effort to rewrite the Patrol Operations Manual was completed in 1969. The manual had not been fully revised since 1958.

During the early 1970s, the Planning and Research Division obtained a full-time stenographer and continued the coordination of grant funding. In 1971, grant funding exceeded \$1 million for the Patrol and other Missouri agencies. This funding included grants for law enforcement training conducted by Central Missouri State College. During this time period, the division assumed responsibility for the design and control of Patrol forms. The success of the forms management process led to the division designing forms for all Missouri Department of Public Safety divisions.

Following department reorganization in 1973, the division was placed under the Staff Services major. The division expanded from four to six officers with the addition of a legal research position and a special liaison position. The special liaison officer was established to ensure proper coordination of efforts between the operational levels of the organization and the Information Systems Division. In 1973, the division also developed the first training bulletins. The division worked with other Patrol divisions to establish a new coding system for traffic and criminal charges. The system was designed for use by all Missouri criminal justice agencies to provide improved arrest statistics. In 1974, the Planning and Research Division was combined with the Personnel Division to become the Personnel/Planning and Research Division. The reorganized division remained under the purview of the Staff Services major.

In 1980, a pre-retirement training program was developed with assistance from the University of Missouri Extension Division. Following a reorganization of the Patrol in 1981, the previously combined Planning and Research Division and

the Personnel Division reverted back to separate divisions. Captain Jake Phillips became the second officer to direct the division and served in that capacity from 1981 to 1986.

For most of the 1980s, the division remained organizationally under the superintendent and assistant superintendent. During the early 1980s, the division developed a plan for staff inspection teams from General Headquarters to perform inspections of troop facilities and operations. Other notable programs developed included an improved property control system and a combined effort with the Personnel Division to devise an assessment center promotional process for new lieutenants.

The division also conducted salary surveys of other agencies to determine if pay increases for uniformed members were justified. A similar salary survey was completed to compare civilian employee salaries with other state agencies and private businesses. In 1985, the division coordinated field-testing of ballistic vests. This process resulted in the development of a set of written specifications for ballistic vests later purchased by the Patrol. The impact of the Fair Labor Standards Act was a noteworthy research project conducted by the division during the mid-1980s.

In 1986, the Research and Development Division was combined with the Public Information Division to become the Research and Information Division. Captain Ralph Biele was the director of the division followed by Captain Ernest McCutchen in 1989. Drug interdiction guidelines were developed and policies and procedures related to administrative suspensions for drivers having blood alcohol levels at .13 percent or higher were established. In the later part of 1989, The Research and Development Division became a separate division under the leadership of Captain Bill Darnell. As the 1980s closed, the division conducted studies related to the establishment of a professional standards component, tire deflation devices, and the implementation of the *55 cellular emergency reporting number.

The Research and Development Division was involved in several significant research projects during the early 1990s. These projects included hepatitis B inoculations, the conversion from revolvers to semi-automatic handguns, installation of facsimile machines in troop headquarters and General Headquarters, the electronic submission of reports, shotgun replacement, preliminary breath testing, ballistic vest replacement, radar replacement, and new breath testing instruments. In 1991, Captain Larry Baucom became the division director. To obtain accreditation from the Commission on Accreditation for Law Enforcement Agencies, the Research and Development Division coordinated the formation of a 14-member team comprised of employees from various troops and divisions. An internship program involving several members was established in the division to further supplement this effort. The accreditation manager was then Lieutenant Ernie Raub.

As part of the process to gain compliance with the applicable 923 CALEA standards, the entire Patrol Operations Manual was rewritten. In 1992, the Patrol

became the eleventh state law enforcement agency to attain CALEA accredited status. That same year, the Research and Development Division was placed in the Technical Services Bureau and Captain Roy Bergman became the director.

Research projects conducted by the division included drone radar units, radar detector-detectors, laser radar, portable breath testers, and portable cassette audio tape recorder use. Three thousand questionnaires were mailed to Missourians as part of a public opinion survey conducted by the division in cooperation with the Statistical Analysis Center (SAC). In 1994, the division was moved under the Support Services Bureau and Captain Ernie Raub became the director. The staff inspection function was moved from the Professional Standards Division to the Research and Development Division. That same year, the first three-year cycle of staff inspections involving all Patrol components was completed.

To improve insight into troop operations during staff inspections, an inspector-in-place program was established. This program utilized lieutenants from other troops during troop staff inspections. An annual meeting of property control officers was also initiated to address concerns and to provide specific property control training. During the later part of the 1990s, the Patrol was re-accredited. The re-accreditation process was significant due to the requirement that agencies demonstrate compliance with CALEA standards related directives and policies developed during the initial accreditation process. During this time period, division personnel also worked with ISD personnel to develop an automated time accounting system. In 1999, division members conducted another ballistic vest selection process and then-Captain Richard Coffey became the division director.

At the turn of the century, the Patrol retained accreditation status for a third time by showing compliance with the applicable 439 revised CALEA standards. Division employees were involved in an extensive revision of the Patrol Strategic Plan to support the governor's "Show-me Results" initiative and the Department of Public Safety Strategic Plan. The division worked with the Field Operations Bureau and the Information Systems Division to implement an automated officer activity report to facilitate the collection of information supporting compliance with the new Missouri Racial Profile law.

In mid-2001, Captain Tim Baysinger became the director of the division. Other significant projects involving division personnel during the new millennium have included accreditation by CALEA for the fourth time, revision of the Patrol Strategic Plan to reflect a more practical operational approach, development of a respiratory protection plan and program, Mobile Computer Device training for zone officers, continued development of automated forms that reduce errors and improve reporting efficiencies, and the joint development with ISD and the Criminal Laboratory Division of a new automated property control system utilizing barcodes and readers.

The Research and Development Division was established to discover the best possible solutions to challenges faced by the Patrol. While the duties

performed by division employees have evolved significantly over time, the achievements of the division have resulted in an essential and indelible contribution to the overall mission of the Missouri State Highway Patrol.